

Differences between coaching and mentoring

Mentoring	Coaching
<p>Ongoing relationship which can last for a long period of time</p> <p>More informal and meetings take place as and when the mentee needs some advice, guidance and support</p> <p>More long term and takes a broader view of the person</p> <p>Mentor is usually more experienced and qualified than the client. Often a senior person in the organisation who can pass on knowledge, experience and open doors to otherwise out of reach opportunities</p> <p>Agenda is set by the client, with the mentor providing support and guidance to prepare them for future roles</p> <p>Mentoring revolves more around developing the mentee professionally</p>	<p>Relationship generally has a set duration</p> <p>Generally more structured in nature and meetings are scheduled on a regular basis</p> <p>Short-term sometimes time bounded and focussed on specific development areas/issues</p> <p>Coaching is generally not performed on the basis that the coach needs to have direct experience of their clients formal occupational role, unless the coaching is specific and skills focussed</p> <p>The agenda is focussed on achieving specific, immediate goals</p> <p>Coaching revolves more around specific development areas/issues</p>